

Apprenticeship Update

Alberta Apprenticeship
and Industry Training
Excellence through training and experience

News from the Alberta Apprenticeship and Industry Training Board

Spring 2003

Important Changes to Apprentice Tuition Fees

Tuition Fees are Increasing

To meet the rising costs of providing quality technical training for a growing number of apprentices, tuition fees for technical training are being increased for the first time since 1999. For classes beginning in August 2003 to July 2004, tuition fees will be \$65.65 per week (\$525 for 8 weeks of technical training). Fees will then increase over the next three years as follows:

- 2004/2005 – \$81.25 per week (\$650 for 8 weeks)
- 2005/2006 – \$96.88 per week (\$775 for 8 weeks)
- 2006/2007 – \$112.50 per week (\$900 for 8 weeks)

After 2006 – 2007, tuition fees for apprentices will be adjusted every year by the annual average change in the Alberta consumer price index (CPI) plus two percent. CPI is a measure of the cost of living. The average annual change in the CPI over the last ten years has been two percent.

Apprentices, employers and institutions that deliver apprenticeship technical training were involved in discussions on these upcoming changes to apprenticeship tuition fees. The Alberta Government and the Alberta Apprenticeship and Industry Training Board are fully committed to offering quality training that is accessible for all Alberta apprentices.

Grants are available

Apprentices who can demonstrate need may qualify for grants to help pay for tuition, books, supplies and living expenses. Grants do not have to be repaid.

For more information about tuition fees, the new apprentice tuition fee policy, or financial assistance for apprentices visit www.tradesecrets.org or contact your local apprenticeship and industry training office.

Talking With ... Christine Featherstone, journeyman welder



Christine Featherstone knows all about challenges. She's a woman in a traditionally male trade and was a single mother throughout her apprenticeship training. She's worked hard to get where she is today — a certified journeyman welder with Red Seal certification — and is proud to be a role model for other women.

Christine began working at Bunch Welding Ltd. in Rocky Mountain House in 1996. She was encouraged to begin a welding apprenticeship by company owner Don Bunch. "Applying for a job at Bunch Welding was one of the best decisions I could have made. The company was willing to give me a chance and I'm very grateful," she said. "The people I work with are great, I enjoy working outside, and the money is very good, so things have worked out well."

Shop Foreman Mike Moxness is also pleased with how Christine has progressed. "The road to become a journeyman is not an easy one, but Christine focused on what she needed to do, and she's a reliable, thorough worker and a valuable member of our team."

Christine hopes to see more women, including those who are Aboriginal like herself, choose trades like welding. Her advice for them is to stay motivated. "You have to show them you can do the job, and be prepared to ignore anyone who says you can't. When I first started my apprenticeship, some of the men didn't think I could do the job as well as them, but now they know I can because I've proved it."



Training Apprentices to Train Apprentices

Interest in the training the trainer initiative has continued to grow since the Alberta Apprenticeship and Industry Training Board introduced it to provincial apprenticeship committees (PACs) in 2001.



Through a concise, easy-to-understand video and workbook package called Workplace Coaching Skills, apprentices learn how to provide on-the-job training for other apprentices, once they become journeymen.

Michael Meyer, an instructor in the electrician program at NAIT, has been using the package in the classroom for more than a year. He says feedback from students and industry has been positive and believes the training has many advantages. "The content is good because it discusses the apprentice-journeyman relationship," said Meyer. "It gives apprentices the skills they'll need to train others once their apprenticeship training is complete."

A number of trades — including carpenter, electrician, cook, baker and sheet metal worker — have included Workplace Coaching Skills as part of the technical training component of their apprenticeship program. To borrow a copy of the video and workbook package, contact the nearest apprenticeship and industry training office. The package is also available to journeymen who did not receive the training during their apprenticeship.

Increasing Aboriginal participation in the trades

...taking steps to make it happen

In response to the high demand for skilled workers in the trades, Apprenticeship and Industry Training Board is tapping into Aboriginal communities to increase their participation in the trades. Through its Enhancing Aboriginal Participation in the Trades communication initiative, the Board and Alberta Learning plan to communicate the opportunities available in the trades directly to Aboriginal peoples.

The steps being taken to communicate the opportunities include:

- meeting with Aboriginal educators, counsellors, elders, and leaders to inform them about the communication initiative.
- establishing the Aboriginal Apprenticeship Network, a group of organizations with a mandate to promote apprenticeship.
- designing guides to the trades for Aboriginal students, career counsellors and parents.

- featuring Aboriginal apprentices in *Update* and in other media.
- establishing a speakers bureau made up of Aboriginal role models who could deliver presentations to Aboriginal communities.

This initiative will benefit Aboriginal communities, industry and the Alberta economy. For more information, visit www.tradesecrets.org, or contact the nearest apprenticeship and industry training office.

Alberta salutes top achievers in the apprenticeship system.

Apprenticeship is a combination of on-the-job training, work experience and technical training in a trade.

Alberta's 40,000+ apprentices are active participants in Alberta's renowned apprenticeship and industry training system. This system creates opportunities for apprentices

to develop skills and knowledge in a trade of their choice from among Alberta's 50 designated trades. Industry, through the Apprenticeship and Industry Training Board and its network of advisory committees, sets high standards for training of apprentices and for journeyman certification. The development of journeymen is

key to the ongoing competitiveness of Alberta industries and the continuing vitality of our economy and our communities.

Congratulations to the people listed below. They are the top achievers in each of their trades.

Apprenticeship Training: Alberta's Top Employers

Recipients of the 2002 Employer of the Year Award of Excellence have demonstrated a unique commitment both to training apprentices, and to investing in Alberta's apprenticeship and industry training system.

These employers are notable for their contribution to the system, their reputation for being a training employer, and for their investment in learning.

Congratulations to:

Kirchner Machine Ltd., Lethbridge
L. Robert Enterprises, Fort McMurray

Technical Training: Alberta's Top Instructors

The efforts of instructors of apprenticeship classes in Alberta technical training institutions have a significant impact on the success of individual apprentices.

Recipients of the Top Instructor Award have performed beyond the requirements of an instructor, and have demonstrated exceptional encouragement and support of apprentices in their classrooms.

Congratulations to:

Rob Prediger, Fairview College
Rick Blakeley, Lethbridge Community College

TRADE	APPRENTICE	EMPLOYER
Agricultural Equipment Technician	Kelly Andrew Olds	Belsher Equipment Ltd.
Agricultural Equipment Technician	Brent Hillman Red Deer	Deermart Equipment Sales Ltd.
Appliance Service Technician	Derek Gohring Calgary	Sears Canada Inc.
Auto Body Technician-Collision	Chad Heffner St. Paul	North Park Collision & Frame
Auto Body Technician-Refinishing	Phil Scott Calgary	Airdrie Collision and Autobody Ltd.
Auto Body Technician-Refinishing	Charles Johnstone Calgary	Concours Auto Body Ltd.
Automotive Service Technician	Ryan Ratzlaff Little Smoky	Wessons Automotive Ltd.
Baker	John Gimino Calgary	The Glencoe Club
Boilermaker	Trevor Murray Calahoo	Natco Canada Ltd.
Bricklayer	Christopher Loran Medicine Hat	Falke Construction Services Inc.
Cabinetmaker	Rene Pedersen Calgary	De Vries Fine Woodworking Inc.
Carpenter	Albert Oudshoorn Nobleford	John Oudshoorn Construction
Communication Electrician - Network	Sean Falle Calgary	Telus Communications Inc.
Communication Electrician - Construction	Robert Laronge Langdon	Lanmark Towers & Communications Ltd.
Concrete Finisher	Mike Drake Calgary	A-1 Cement Contractors Ltd.
Cook	Jennifer Bachinski Banff	Fairmont Banff Springs
Crane and Hoisting Equipment Operator - Mobile Crane	Calvin Hiscock Fort McMurray	Synchrude Canada Ltd.
Crane and Hoisting Equipment Operator - Wellhead Boom Truck	Quinn Smutt Drayton Valley	Lonkar Services Ltd.
Crane and Hoisting Equipment Operator - Medium Boom Truck	Jaye Drotos Tilley	Perry Oilfield Services Ltd.
Systems Technician	Trevor Jeyne Calgary	James Electric Motor Service
Electrician	Rod Renik Rocky Mountain House	TransCanada Pipelines Limited
Electrician	Bradley Long Banff	Henry's Electric Service
Floorcovering Installer	Douglas Swyers Edmonton	Girka Flooring Ltd.
Gasfitter - 1st Class	Derrick Bradburn Edmonton	Integra Mechanical

TRADE	APPRENTICE	EMPLOYER
Hairstylist	Sherise Fried Vegreville	Capri Beauty Salon 84
Heavy Equipment Technician	Darren Fischer Medicine Hat	Lawrence Meier Trucking Ltd.
Instrument Technician	Erik Lange St. Albert	Flint Field Services Ltd.
Insulator	Tyler Banman Toisfeld	Dewar Western Inc.
Ironworker	Russell Franks Redcliff	Ironworkers Apprenticeship Administration Agency, Local 72
Ironworker - Metal Building	Sean Collard Redcliff	G V N Structures Inc.
Landscape Gardener	Shari Pearce Calgary	Artemis Landscapes & Design Inc.
Locksmith	David Godbout Edmonton	Northlands Park
Machinist	Robert Willows Grande Prairie	Ideal Precision Machining Ltd.
Millwright	Kirby Engelking Spruce Grove	Transalta Utilities
Motorcycle Mechanic	Cory Fedorovich Busby	Riverside Honda & Skidoo Sales
Painter and Decorator	David Barwise Calgary	City of Calgary
Parts Technician	Jason Barry Calgary	South Centre Fine Cars
Plumber & Gasfitter 2nd Class	Bradley Nilson Edmonton	Jetco Mechanical Ltd.
Power Lineman	Albert Dargis Lethbridge	R.S. Line Contracting Company Ltd.
Power System Electrician	Gordon Kraft St. Albert	Altalink L.P.
Refrigeration and Air Conditioning Mechanic	Daniel Webber Edmonton	Paragon Mechanical Ltd.
Sawfitter	George Cameron Drayton Valley	Weyerhaeuser Canada Ltd.
Sheet Metal Worker	Kelly Barrett Lethbridge	The Charlton & Hill Group
Sprinkler Systems Installer	Paul Moore Calgary	Viking Fire Protection
Steamfitter - Pipefitter	Michael Bayko Edmonton	Nusco Supply & Manufacturing Inc.
Structural Steel and Plate Fitter	Mark Clowry Calgary	Canfer Rolling Mills Ltd.
Tilessetter	Hugh Horton Fort McMurray	Romeo's Tile Ltd.
Water Well Driller	Lyndon Stinson Calgary	M & M Drilling Co. Ltd.
Welder	Curtis Pechanec Westlock	Kelly's Welding Ltd.



www.tradesecrets.org

Alberta Companies Recognized for Commitment to Apprentices

Talking with ... Alberta's Top Employers

The Alberta Apprenticeship and Industry Training Board recently presented Top Employer Awards for 2002 to L. Robert Enterprises of Fort McMurray and Kirchner Machine Ltd. of Lethbridge.

L. Robert Enterprises is a heavy equipment rental and repair business that began operating in Fort McMurray in 1980. The company currently employs more than 200 tradespeople in the welder, heavy equipment technician, millwright and crane operator trades. Half of these tradespeople are apprentices.

"We are honored to be recognized with such a prestigious award," said

Leo Robert, President and CEO. "The Alberta apprenticeship program is a nationally acclaimed leader in industry training and we are proud to be part of such success."

Leo has been a strong supporter of the Registered Apprenticeship Program (RAP) and co-op programs since they were introduced in the Fort McMurray area. Leo encourages apprentices to attend technical training on a regular basis and provides financial assistance to help them. "Our company understands the need to train and develop a workforce to replace those who have chosen to take their leave from active involvement in the workplace," said

Leo. "Our apprentices are a great asset to our company. They bridge the gap created by a retiring workforce and bring a youthful vitality of knowledge and technical skills."

Lethbridge's Kirchner Machine Ltd. is co-owned by Marvin Kirchner and his son Dwayne. The company has built farm equipment in the area for more than 40 years. They currently employ 26 full-time tradespeople in the welder, parts technician, agricultural equipment technician and heavy equipment technician trades.

Kirchner Machine Ltd. consistently hires entry-level apprentices and encourages long-term employment with

their company. They ensure their apprentices are rotated around the shop regularly so they receive thorough training in all areas of their trade. Over the years, Kirchner Machine Ltd. has also provided many high school students with work experience at their shop, and they employ English as a Second Language tradespeople and women whenever possible.

"It's great to be recognized by the Alberta Apprenticeship and Industry Training Board for the work we've done with the many apprentices we've put through the program," said Chris Van Lent, shop supervisor.

Upcoming provincial apprenticeship committee (PACs) meetings.

Contact the PAC secretary for more information. See "News from the Trades" for contact names

Trade	Date (subject to change)
Heavy Equipment Technician	March 18
Steel Detailer	March 25
Power Lineman	April 8
Boilermaker	April 24
Locksmith	May 22

Scholarships, Awards and Bursaries Available for Alberta Apprentices

The Alberta Apprenticeship and Industry Training Board, in partnership with industry, provides over 200 scholarships for apprentices — including those in the RAP program. For more information on these scholarships visit www.tradesecrets.org.

Most post-secondary institutions that deliver apprenticeship technical training also have scholarships, awards or bursaries available for apprentices. In many cases, local businesses provide the funding for the scholarships. To find out if your training institution offers scholarships, contact your school directly and ask what's available. Scholarships are also available from many employer associations and unions in Alberta. To find out what's available, contact the association or union for your trade.

Calling all Journeyman Landscape Gardeners

If you're an apprentice or journeyman in the landscape gardener trade, the Professional Association of Journeyman Landscape Gardeners (PAJLG) would like to hear from you. PAJLG is a growing organization that encourages the exchange of information and resources among its members, promotes the trade to the public, protects the quality of education and training provided, and motivates its members to use safe working practices. For more information, write to: PAJLG, 223 - 12 Avenue SW, Calgary, Alberta T2R 0G9 or visit www.journeymangardeners.ca.

from the News trades

...and designated occupations

The Alberta Apprenticeship and Industry Training Board (the Board), through Provincial Apprenticeship Committees (PACs) and Occupational Committees, sets the training and certification standards in designated trades and occupations. Technical training in the apprenticeship program is based on course outlines developed by members of the PACs. The course outlines are revised regularly to keep in step with today's workplace needs. One or more of Alberta's technical institutes and community colleges provide technical training in most trades.

Each trade and occupation listed below has information that may be of interest to you or someone you know. If your trade or occupation is missing, stay tuned for future issues of Update. We'll report what's current as the industry advisory committees provide their news.

There are apprenticeship and industry training offices in the following locations:

Bonnyville
New Park Place, Box 8115
5201 - 44 Street
Bonnyville, AB T9N 2J4
Tel: (780) 826-4175
Fax: (780) 826-1904

Presiding Officers for trades are identified as PO in the listings below.

The contact number for all Provincial Apprenticeship Committee (PAC) Secretaries is (780) 427-4601

Calgary
7th Floor, Century Park Place
855 - 8 th Avenue SW
Calgary, AB T2P 3P1
Tel: (403) 297-6457
Fax: (403) 297-4492

Calgary South
Fisher Park II
100-6712 Fisher Street SE
Calgary, AB T2H 6A7
Tel: (403) 297-3100
Fax: (403) 297-3799

Edmonton
7th Floor, South Tower
Seventh Street Plaza
10030 - 107 Street
Edmonton, AB T5J 4X7
Tel: (780) 427-8517
Fax: (780) 422-3734

Fort McMurray
7th Floor, Provincial Building
9915 Franklin Avenue
Fort McMurray, AB T9H 2K4
Tel: (780) 743-7150
Fax: (780) 743-7492

Grande Prairie
Suite 100, Towne Centre Mall
9845-99 Avenue
Grande Prairie, AB T8V 0R3
Tel: (780) 538-5240
Fax: (780) 538-5237

Hinton
568 Carmichael Lane
Hinton, AB T7V 1S8
Tel: (780) 865-8293
Fax: (780) 865-8269

Lethbridge
Room 280, Provincial Building
200 - 5th Avenue South
Lethbridge, AB T1J 4C7
Tel: (403) 381-5380
Fax: (403) 381-5795

Medicine Hat
104 Provincial Building
346 - 3rd Street SE
Medicine Hat, AB T1A 0G7
Tel: (403) 529-3580
Fax: (403) 529-3564

Peace River
9715 - 100 Street
Peace River, AB T8S 1T4
Tel: (780) 624-6529
Fax: (780) 624-6476

Red Deer
3rd Floor, First Red Deer Place
4911 - 51 Street
Red Deer, AB T4N 6V4
Tel: (403) 340-5151
Fax: (403) 340-5153

Slave Lake
Box 787
Lakeland Centre
101 Main Street SE
Slave Lake, AB T0G 2A0
Tel: (780) 849-7228
Fax: (780) 849-7356

Vermilion
Box 26, Provincial Building
4701 - 52 Street
Vermilion, AB T9X 1J9
Tel: (780) 853-8150
Fax: (780) 853-8203

Focus On ... Auto Body Technician
PO Brent Hemstreet
PAC Sec John Brosda
The Alberta Apprenticeship and Industry Training Board and the Auto Body Technician Provincial Apprenticeship Committee (PAC) recently approved changes to the trade format and course outline for the Auto Body Technician trade.

A new branch called Prepper will be created. The two existing branches, Refinishing and Collision, will receive a name change — from Refinishing to Refinisher and from Collision to Repairer. Complete certification will remain as Auto Body Technician, and this level of certification will include all three branches.

Prepper certification will require two years in the trade with one four-week period of technical training. Refinisher certification will also require two years in the trade but will include two periods of technical training (10 weeks total). Repairer certification will require three years in the trade with three periods of technical training (18 weeks total).

Why were these changes recommended? It began with feedback from the industry in late 2000 about the job responsibilities of auto body technicians. This feedback, combined with the results from a survey of 300 industry contacts in March 2001, clearly defined the tasks

required of auto body technicians in Alberta. The PAC then restructured the trade format and created the new course outline. Now the PAC is working on the development of new exams.

Effective April 1, 2003, this trade regulation will allow five months for contracts of existing apprentices to be switched to the new program so they will be eligible for the training beginning September 2003. Apprentices and employers will be informed of these changes in detail by mail in the coming months.

Also new to the trade is a revised practical exam used when an individual wants to challenge the third period training, or the qualification or equivalency processes. Introduced in April 2002, the new exam more closely reflects the collision repair work performed in industry. Marking criteria was also revised to make the evaluation of the practical exam an easier process that can be used by Client Services consultants or LAC/PAC members with welder or auto body technician trade certification.

"Benefits of the new practical exams have already become apparent," said Brent Hemstreet, presiding officer for the PAC. "The new version has been used by the Fort McMurray Client Services office at the Keyano College welding facility with success. Now tradespeople

in these areas who want to challenge the exams can do so without travelling long distances." For more information, contact the nearest apprenticeship and industry training office or visit www.tradesecrets.org.

Automotive Service Technician
PO Svend Petersen
PAC Sec Ed Braun

As a result of regional focus groups with industry, the PAC has updated the course outline for the apprenticeship program to bring it in line with the tasks apprentices are doing in the shops. Outdated sections have been removed, (e.g. carburetors, engine machining, alternator & starter motor overhaul), diagnostic sections expanded (e.g. scan tools, electronic testing equipment, electrical system diagnosis) and new technology sections inserted (e.g. electronic transfer cases & systems, AWD transfer cases).

The draft course outline is a culmination of work between industry, LAC's, training providers and the PAC. Details of the draft course outline will be available at a later date. The proposed changes will be presented to the Board later in the spring with implementation geared for January 2004.

Carpenter
PO Kendall Nielson
PAC Sec Ed Dohei
Development and implementa-

tion of Individual Learning Modules (ILMs) for use in the technical training component of the carpenter program is continuing. Each module is based on a competency from the course outline as approved by the Carpenter PAC.

These learning materials are intended to improve flexibility in the delivery and presentation of the Carpenter training courses.

The ILMs provide apprentices with high quality learning material that will be used by institutions across the province. ILMs are self-contained course materials that replace textbooks and are divided into small booklets approximately 50 pages each.

The first period ILMs were implemented in September 2002 and second period was implemented January 2003. It is anticipated that third and fourth period modules will be implemented September 2003.

The PAC accredited the 30 week Carpentry and Construction Certificate program at Red Deer College for apprenticeship 1st period carpenter technical training.

Members are needed for the Red Deer Carpenter LAC. LACs play a key role in ensuring that standards for their trade reflect a grassroots perspective. If you are a journeyman, an employer, or a final period apprentice in the Carpenter trade interested in joining the LAC and contributing

to the development of your trade, please contact the field consultant at the apprenticeship and industry training office in Red Deer, 403-340-5141.

Concrete Finisher
Acting PO Ed Kalis
PAC Sec Ed Dohei

The Apprenticeship and Industry Training Board, as recommended by the Concrete Finisher Provincial Apprenticeship Committee on November 13, 2002, approved the recommended changes to the course outline that was implemented January 1, 2003. The changes clarify the specific objectives in the course outline, and reflect new products used in the industry and new code requirements.

Technical training for the Concrete Finisher Trade is delivered by SAIT in both Edmonton and Calgary.

Increased industry support is required for ongoing classes. If you have someone working for you who could be signed up as an apprentice, or should be attending technical training, or you are a person who wishes to be an apprentice, please contact the nearest apprenticeship and industry training office for an application/contract.

Gas Utility Operator
PO Gordon Sweitzer
Sec Darrell Mottershead
The Gas Utility Operator Occupational Committee has reviewed the regulation governing the

designation of the occupation for ongoing relevancy and recommended renewal. Industry support for the occupation remains strong. A new competency profile for the Gas Utility Operator occupation has been released. This profile reflects current industry best practices and new technology used in the construction, maintenance and distribution of natural gas delivery systems. The record book has been updated to reflect industry standards from the learning objectives of the competency profile. It uses a standardized format to make it easier for employers and employees to track the training progress of the trainee. New occupation certification and Qualification Certificate Program exams based on the new competency profile are in development.

Locksmith
PO Bryan Duplessis
PAC Sec Ed Dohei

There are a shortage of apprentices attending technical training. The continuation of technical training in the Locksmith trade depends on industry's support of the program.

If you have someone working for you who could be signed up as an apprentice, or should be attending technical training, or you are a person who wishes to be an apprentice, please contact the nearest apprenticeship and industry training office for an application/contract.

Tilesetter
PO John Strikwerda
PAC Sec Ed Dohei
The Canadian Council of Directors of Apprenticeship has approved the implementation of the Interprovincial Standards (Red Seal) Program for the Tilesetter Trade. This will allow increased mobility for journeymen. With a Red Seal on their trade certificate, journeymen will be able to work in other parts of Canada where the trade is recognized. Validation by participating provinces is expected to be completed by May 2003.

The Alberta Apprenticeship and Industry Training Board has accepted the Tilesetter PAC's recommendation that technical training be reduced from three six-week periods to two eight-week periods, and that the hours of on-the-job work experience be reduced from 2100 hours to 1600 hours per year. The changes to the length of technical training and on-the-job work experience will make the trade more attractive to potential apprentices, including out of province apprentices. It will also be more in line with training programs for other trades.

Technical training for the Tilesetter Trade is delivered by SAIT in both Edmonton and Calgary.

The CAF — a New Vision for a New Millennium



Canadian Apprenticeship Forum

Entering the apprenticeship promotion arena at the national level is the Canadian Apprenticeship Forum — Forum canadien sur l'apprentissage (CAF-FCA). This not-for-profit organization brings together key constituents from apprenticeship and industry training systems and stakeholders across Canada.

The CAF-FCA operates with two distinct and clear strategic objectives:

- To promote apprenticeship as an effective training and education system that contributes to the development of a skilled labour force.

- To provide a mechanism for the key stakeholders to support the apprenticeship delivery systems across Canada.

The CAF-FCA is moving forward with three key project initiatives. Each of these projects contributes to CAF-FCA's objectives — promoting apprenticeship throughout Canada and building partnerships within the apprenticeship community.

The first project undertaken by CAF-FCA is the development of a web-based Inventory / Information system on apprenticeship training.

"We've approached this project very carefully," says Keith Lancaster, Executive Director of CAF-FCA. "We wanted to make sure we move forward with an approach that will add value to what is

already in place. Our research told us there was a need for a single point of contact by which people could access a wide range of information on apprenticeship. The system we're planning to build will take the form of a web portal. Through this system we'll be able to direct information seekers to the most appropriate Web sites — such as Alberta's www.tradesecrets.org."

The second project CAF-FCA has implemented is a research and analysis effort looking at accessibility and barriers to entry in the skilled trades. "We know there are factors that can affect people's ability to enter into an apprenticeship and / or to successfully complete their training once they start," Lancaster points out. "This project will produce a report that will help the apprenticeship community develop a better understanding of these barriers."

The third project, Promoting Skilled Trades and Apprenticeship, brings CAF-FCA and Skills Canada together. Both organizations share a commitment to the promotion of skilled trades and technology careers as the "first choice" option for Canadian youth.

"We're going to try to reposition skilled trades as a first-choice career option. The messages we produce will need to target young people as well as those that influence their career choices — like their parents," says Lancaster. "We will be working to develop a plan that coordinates and dovetails with other initiatives. There is a lot of good work being done across the country in this area — we don't want to duplicate effort or re-invent the wheel."

Further information and updates on CAF-FCA initiatives, are regularly posted on the CAF-FCA Web site (www.caf-fca.org).

Ready...Set...Compete!

More than 500 high school students and 150 apprentices from across the province will compete at the 2003 Provincial Skills Competition from May 12 – 14 at the Northlands Agri-com in Edmonton. The public as well as junior and senior high school students are encouraged to attend the event which will showcase 30 different trade and technology career choices. A Career Path Showcase will see 40 trades and technology-based businesses highlighting how their company has incorporated new technology into day-to-day use. There will be educational booths giving

students an opportunity to review course offerings. Business will also have displays focusing on recruitment of students into the industry.



The winners of the competitions will move on to the Canadian Skills Competitions to be held May 29 – June 1 in Waterloo, Ontario. Alberta will be well represented by five members of Team Canada which is preparing for the 37th World Skills Competition in St. Gallen, Switzerland. June 19 – 22. Good luck to all the participants!

Lifelong Learning Creates Opportunities

After working in the industrial construction industry for the last 20 years, Warren Fraleigh is ready to build his future around his passion for teaching. He recently completed his Master of Arts Degree in Leadership and Training from Royal Roads University while working as a training coordinator for the International Brotherhood of Boilermakers, Local 146. Warren was able to do this without earning his bachelor's degree first. His trades training and previous teaching experience were considered equivalent to the skills he would have learned in the bachelor's degree program.

"I believe there is a responsibility for tradespeople to be lifelong learners," said Warren, who took the master's program through distance delivery so he could continue working full-time. "Tradespeople have always had a 'be the best we can be' attitude and I believe post-secondary education beyond apprenticeship training supports that motto."

Cecil King, a certified welder, has also used his trades background to move into a career in teaching. He currently works as a welding instructor at NAIT in Edmonton, a position he has held since 1996.

"In the late 80s it was rumored that any new college instructor teaching in the trades would need his or her bachelor of education degree, so I decided I would go to university to obtain my degree," said Cecil. "I had my heart set on teaching, and since I also had a business admin diploma in accounting, I felt that a degree would give me the option of teaching high school math, accounting or welding."

Because Cecil was a certified welder, he was granted one year of credit in the Vocational Education route and was able to obtain his bachelor of education degree in three years instead of the usual four.

"Continuing post-secondary education was a valuable asset and helped to prepare me for teaching welding at NAIT. I learned about preparing lesson plans, writing objectives and goals, and presenting in-class lectures and demos. And, I feel that my bachelor of education training helped to make me a more comfortable and confident instructor than if I had entered into teaching straight from industry," said Cecil.

But teaching isn't the only job where a university degree or college diploma can help you. For example, if you've had dreams of managing your own business, a degree in business administration or college courses in business management and accounting can be helpful.

You might also consider the Achievement in Business Competencies (Blue Seal) Program, an Alberta Apprenticeship and Industry Training Board initiative that gives Alberta-certified trade and occupational certificate holders the opportunity to earn a business credential that is recognized by employers. A Blue Seal proves you have the skills needed to succeed in business, and your course credits can be applied toward a business diploma, certificate or degree.

Many of Alberta's Post-Secondary institutions offer programs available to certified tradespeople. For example, NAIT offers a Business Management Certificate Program. This program is designed for individuals with specialized technical training and experience, such as certified trade and occupation certificate holders who are, or will be advancing into positions requiring general management skills. Certified trade and occupation certificate holders with the NAIT Business Management Certificate also qualify for Blue Seal accreditation.

For more information about the educational opportunities that are available for tradespeople, contact your nearest apprenticeship and industry office.

Meet Your Board Members

Spotlight on ... Don Lezetc

The Alberta Apprenticeship and Industry Training Board promotes quality and excellence in the province's workforce by encouraging the continued growth of apprenticeship and other occupational training based on industry standards.

Don Lezetc is one of the Board's 13 members. He was appointed in January 1998 to represent the interests of employees in designated trades in Alberta. With more than 40 years experience in industry in a variety of positions, Don holds Alberta Journeyman Certificates with an Interprovincial Red Seal in the welder and boilermaker trades, as well as Alberta "A" and "B" pressure welder certificates. Today he works for the International Brotherhood of Boilermakers as the administrator for the Alberta Boilermaker Joint Apprenticeship and Training Trust Fund. Previously, he worked as the Training Fund's instructor of boiler-maker and welder upgrading programs.

Don was also involved with his local and provincial apprenticeship committees for 15 years before his appointment to the Board. He saw the role as part of his job at the Boilermaker association and his responsibility as a tradesperson. "All people in the trades should be prepared to contribute to the development of their trade," says Don. "Participation in local and provincial apprenticeship committees, and with the Board, are good ways to do this."

Don is proud of his involvement over the years and appreciates that his input has been recognized. "Some of the changes may not be seen for some time, but I feel I've made contributions to improve our apprenticeship system."



Don Lezetc

The Blue Seal means business



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Alberta Apprenticeship
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Excellence through training and experience



Apprenticeship Update is distributed by the Alberta Apprenticeship and Industry Training Board in response to requests by many of you for more information about Alberta's apprenticeship program. Circulation is more than 70,000. Let us know what you think.

WRITE: *Update*, Alberta Apprenticeship and Industry Training, 10th floor,
10155 – 102 Street,
Edmonton, Alberta T5J 4L5

FAX: (780) 422-7376 E-MAIL: aitinfo@gov.ab.ca

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